

# Integrated Impact Assessment



The Integrated Impact Assessment (IAA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

**Note:** This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'.

## 1. Essential Information

### 1.1 Purpose

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact a proposal will have on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of [Public Sector Equality Duty](#), [Equality Outcomes](#) and [Human Rights](#);
- whether [Children's Rights](#) have been impacted;
- whether [Socio-economic disadvantage](#) is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised.

### 1.2 Background / Essential Information

Title* Name your business case, policy, strategy or proposal (including budget proposals)	2122048 - Discretionary school transport - Hazlehead
Function*	Operations
Cluster*	Operations & Protective Services

Date of assessment*	18/01/21
Date of committee	02/03/21 (Budget)
Lead Officer 1*	Chris Cormack (PTU Team Leader)
Lead Officer 2	Andy Campbell (Facilities & Transportation Manager)
Chief Officer*	Mark Reilly (Chief Officer Operations)

Brief description of proposal (including intended outcomes and purposes) *	The aim of this proposal is to remove non-statutory school transport, so that the authority is only providing transport that is legally required. This would balance the budget for school transport, which is currently expecting a significant overspend.
State who is, or may be affected by this proposal and how*	Secondary aged school children from the Mannofield, Airyhall and Craigiebuckler areas of Aberdeen attending hazlehead Academy, who would lose the provision of a local bus service to/from school, in which a fare is paid by the passenger, which is currently provided.

## 2. Human Rights

### Human Rights

Does the proposal have an impact on [Human Rights](#)? Select all that apply, then record relevant impacts.

	<b>Positive impact</b>	<b>Negative impact</b>	<b>Neutral impact</b>
<b>Article 6</b> Right to a fair and public hearing	N/A	N/A	Yes
<b>Article 7</b> No punishment without law	N/A	N/A	Yes
<b>Article 8</b> Right to respect for private and family life, home and correspondence	N/A	N/A	Yes
<b>Article 9</b> Freedom of thought, conscience and religion	N/A	N/A	Yes
<b>Article 10</b> Freedom of expression	N/A	N/A	Yes

<b>Article 11</b> Freedom of assembly and association	N/A	N/A	Yes
<b>Article 12</b> Right to marry and to found a family	N/A	N/A	Yes
<b>Article 14</b> Right not to be subject to discrimination	N/A	N/A	Yes
<b>Article 1 of Protocol 1</b> Protection of property	N/A	N/A	Yes
<b>Article 2 of Protocol 1</b> Right to education	No	Yes  The provision of the transport has been key in enabling children to access education, removal of transport may impact on access, but a change in behaviours towards active travel would negate this.	No
<b>Article 3 of Protocol 1</b> Right to free elections	N/A	N/A	Yes

**For each negative impact identified above, please state your mitigating actions below**

Safe walking and cycling routes exist and these will be promoted to children along with any required support, educationally, to enable children to utilise these routes.

Transport would still be required to those with additional support needs.

Proposals from the Scottish Government to provide free bus travel for all under 19's, would provide provision for children to travel on public bus services to access education, which would significantly mitigate the cessation of provision under this proposal.

### 3. Children's Rights

The United Nations Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children's rights apply to every child/young person under the age of 18 and to adults still eligible to receive a "children's service" (e.g. care leavers aged 18 – 25 years old).

Identify all Articles of the United Nations Convention on the Rights of the Child ([UNCRC](#)) and [Optional Protocols](#) which are relevant to your proposal.

	<b>Positive impact</b>	<b>Negative impact</b>	<b>Neutral impact</b>
<b>Article 1</b> definition of the child	N/A	N/A	Yes
<b>Article 2</b> non-discrimination	N/A	N/A	Yes

<b>Article 3</b> best interests of the child	N/A	N/A	Yes
<b>Article 4</b> implementation of the convention	N/A	N/A	Yes
<b>Article 5</b> parental guidance and a child's evolving capacities	N/A	N/A	Yes
<b>Article 6</b> life, survival and development	No	Yes  The provision of the transport has been key in enabling children to access education, removal of transport may impact on access, but a change in behaviours towards active travel would negate this.	No
<b>Article 7</b> birth registration, name, nationality, care	N/A	N/A	Yes
<b>Article 8</b>	N/A	N/A	Yes

protection and preservation of identity			
<b>Article 9</b> separation from parents	N/A	N/A	Yes
<b>Article 10</b> family reunification	N/A	N/A	Yes
<b>Article 11</b> abduction and non-return of children	N/A	N/A	Yes
<b>Article 12</b> respect for the views of the child	N/A	N/A	Yes
<b>Article 13</b> freedom of expression	N/A	N/A	Yes
<b>Article 14</b> freedom of thought, belief and religion	N/A	N/A	Yes
<b>Article 15</b> freedom of association	N/A	N/A	Yes



<b>Article 16</b> right to privacy	N/A	N/A	Yes
<b>Article 17</b> access to information from the media	N/A	N/A	Yes
<b>Article 18</b> parental responsibilities and state assistance	N/A	N/A	Yes
<b>Article 19</b> protection from violence, abuse and neglect	N/A	N/A	Yes
<b>Article 20</b> children unable to live with their family	N/A	N/A	Yes
<b>Article 21</b> adoption	N/A	N/A	Yes
<b>Article 22</b> refugee children	N/A	N/A	Yes

<b>Article 23</b> children with a disability	N/A	N/A	Yes
<b>Article 24</b> health and health services	N/A	N/A	Yes
<b>Article 25</b> review of treatment in care	N/A	N/A	Yes
<b>Article 26</b> social security	N/A	N/A	Yes
<b>Article 27</b> adequate standard of living	N/A	N/A	Yes
<b>Article 28</b> right to education	No	Yes  The provision of the transport has been key in enabling children to access education, removal of transport may impact on access, but a change in behaviours towards active travel would negate this.	No

<b>Article 29</b> goals of education	N/A	N/A	Yes
<b>Article 30</b> children from minority or indigenous groups	N/A	N/A	Yes
<b>Article 31</b> leisure, play and culture	N/A	N/A	Yes
<b>Article 32</b> child labour	N/A	N/A	Yes
<b>Article 33</b> drug abuse	N/A	N/A	Yes
<b>Article 34</b> sexual exploitation	N/A	N/A	Yes
<b>Article 35</b> abduction, sale and trafficking	N/A	N/A	Yes
<b>Article 36</b> other forms of exploitation	N/A	N/A	Yes

<b>Article 37</b> inhumane treatment and detention	N/A	N/A	Yes
<b>Article 38</b> war and armed conflicts	N/A	N/A	Yes
<b>Article 39</b> recovery from trauma and reintegration	N/A	N/A	Yes
<b>Article 40</b> juvenile justice	N/A	N/A	Yes
<b>Article 41</b> respect for higher national standards	N/A	N/A	Yes
<b>Article 42</b> knowledge of rights	N/A	N/A	Yes
<b>Optional</b> Protocol on a Communications Procedure	N/A	N/A	Yes
<b>For each negative impact identified above, please state your mitigating actions below</b>			

Safe walking and cycling routes exist and these will be promoted to children along with any required support, educationally, to enable children to utilise these routes.
Transport would still be required to those with additional support needs.
Proposals from the Scottish Government to provide free bus travel for all under 19's, would provide provision for children to travel on public bus services to access education, which would significantly mitigate the cessation of provision under this proposal.

#### 4. Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. Explain what the positive and/or negative impacts of the proposal are on the [protected characteristics](#)

	<b>Positive impact</b>	<b>Negative impact</b>	<b>Neutral impact</b>
<b>Age</b> A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30year olds).	N/A	Yes  Demographic of users, children/young people. Possible negative impact on access to Education, particularly for those who may not be able to afford public transport. Although safe walking routes exist.	N/A
<b>Disability</b>	N/A	Yes	N/A

<p>people with disabilities / long standing conditions</p>		<p>Impact on children with additional support needs, who may have difficulty in walking to school due to their needs. Impact on parents/carers, additional strain on caring and for those who may have children at different schools and have difficulty in getting the child to school. However, those with additional support needs may still have entitlement, if they are unable to access school by other means.</p>	
<p><b>Race (including Gypsy / Travellers)</b> people from minority ethnic communities and different racial backgrounds</p>	<p>N/A</p>	<p>N/A</p>	<p>Yes</p>
<p><b>Religion or belief</b> people with different religion and belief to include those with no beliefs</p>	<p>N/A</p>	<p>N/A</p>	<p>Yes</p>

<b>Sex - Gender identity</b> men or women, boys and girls	N/A	N/A	Yes  This may impact men or women who are principal carers.
<b>Pregnancy and maternity</b> women who are pregnant and / or on maternity leave	N/A	N/A	Yes  This may impact any women who are principal carers and their ability to escort children to school
<b>Sexual orientation</b> lesbian, gay, bisexual, heterosexual / straight	N/A	N/A	Yes
<b>Gender reassignment - Trans/Transgender</b> anybody whose gender identity / expression is different to the sex assigned to them at birth	N/A	N/A	Yes
<b>Marriage and civil partnership</b> people who are married or in a civil partnership	N/A	N/A	Yes

**For each negative impact identified above, please state your mitigating actions below**

Safe walking and cycling routes exist and these will be promoted to children along with any required support, educationally, to enable children to utilise these routes.

Transport would still be required to those with additional support needs.

Proposals from the Scottish Government to provide free bus travel for all under 19's, would provide provision for children to travel on public bus services to access education, which would significantly mitigate the cessation of provision under this proposal.

**How does this proposal contribute to the [Public Sector Equality Duty](#) to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?**

The proposals will ensure transport policy is applied consistently across the City, ensuring fairness in provision by removing discretionary transport measures. This will however be to the disadvantage of existing users and may increase disadvantage.

**How does this proposal contribute to the Council's [Equality Outcomes](#) ?**

This proposal does not link to the Council's Equality Outcomes.

## 5. Consultation



<b>5.1 Consultation</b>	<b>Yes</b>	<b>No</b>
Have you undertaken any of form of consultation with any of the affected groups?		
Describe the consultation processes/methods undertaken and the number of participants/respondents	N/A	
What impact(s) has the consultation had upon your proposal?	N/A	
<b>5.2 Evidence</b>		
List below the evidence that has been used in this assessment.		
Internal data: This can be from customer satisfaction surveys, equality monitoring data, customer complaints and cluster specific data	N/A	
Consultations with officers or partner organisations:	Consultation with Education and Schools over proposals.	
External data: E.g. Available statistics, census or research data	N/A	
Other (please state)	N/A	

## 6. Fairer Scotland Duty (Socio- economic disadvantage)

Will this proposal have an impact in the socio-economic inequalities? (For strategic proposals)

		<b>Mitigation</b> If a negative impact has been identified, what options have you considered to modify the proposal or mitigate the impact?
6.1 Low income / income poverty – those who cannot afford regular bills, food, clothing payments.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<p>Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other alternative or be able to afford fuel costs or public transport costs.</p> <p>Promotion and education on safe walking and cycling routes to school would be undertaken.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</p>
6.2 Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<p>Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other alternative or be able to afford fuel costs or public transport costs.</p>

		<p>Promotion and education on safe walking and cycling routes to school would be undertaken.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</p>
<p>6.3 Material deprivation – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p>Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other alternative or be able to afford fuel costs or public transport costs.</p> <p>Promotion and education on safe walking and cycling routes to school would be undertaken.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</p>
<p>6.4 Area deprivation – consider where people live (rural areas) and where they work (accessibility of transport)</p>	<p>Yes <input checked="" type="checkbox"/></p>	<p>Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other</p>

	No <input data-bbox="1182 225 1272 296" type="checkbox"/>	<p>alternative or be able to afford fuel costs or public transport costs.</p> <p>Promotion and education on safe walking and cycling routes to school would be undertaken.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</p>
6.5 Socio-economic background – social class, parents’ education, employment, income.	Yes <input checked="" data-bbox="1182 735 1272 807" type="checkbox"/>  No <input data-bbox="1182 831 1272 903" type="checkbox"/>	<p>Yes - This may impact on access to Education, if those who cannot walk or cycle have no alternative access to school or cannot afford public transport.</p> <p>Promotion and education on safe walking and cycling routes to school would be undertaken.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</p>

<p>6.6 You might not be discriminating, but could your proposal offer a better advantage to those in need?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p>Yes - This may impact on access to Education, if those who cannot walk or cycle have no alternative access to school or cannot afford public transport.</p> <p>Promotion and education on safe walking and cycling routes to school would be undertaken.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</p>
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## 7. Approval

<b>Signed off by (Chief Officer):</b>	
<b>Date:</b>	

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[http://www.aberdeencity.gov.uk/xeq\\_EHRIA\\_Search.asp](http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp)

Please send this IIA in an electronic format to: [equality\\_and\\_diversity@aberdeencity.gov.uk](mailto:equality_and_diversity@aberdeencity.gov.uk)